

NOW negotiates ISU actions in sex discrimination case

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The Ames chapter of the National Organization for Women (NOW) is negotiating a number of "remedial actions" for Iowa State University with the Regional Office of Civil Rights in Kansas City, in connection with a NOW sex discrimination suit against Iowa State.

Virginia Morris, NOW compliance-employment task force coordinator, said she expects some decision on the requests next week.

The requests for remedial action include: requiring all university personnel in hiring and promotional activities to attend training sessions on equal employment opportunity; in-service training for ISU employees; course-work in non-discriminatory testing, advising and evaluation for education majors; education of all ISU employees as to civil rights and procedures for filing complaints; an annual Affirmative Action evaluation; and public disclosure of sex and race discrimination complaints filed against ISU and the resolution of the complaints.

Morris said the representatives of NOW are hoping to arrange a "formal con-

ciliation" meeting with the ISU administration.

The suit which promoted the requests for remedial actions was filed by the Ames NOW in July, 1974, charging a violation of Title IX of the 1972 Higher Education Amendment. The Department of Health, Education and Welfare (HEW) last week ordered Iowa State to send a check for \$2,504 in settlement charges to Janellyn Staley, of Palatine, Ill., a former English instructor at Iowa State.

Staley was one of several applicants for the position of head editor of the ISU Energy Research Institute (ERI) editorial office. James Tarbox, an ISU graduate who worked in the office, was hired as head editor, but HEW recently determined Staley was the most qualified of all the applicants and that sex was a factor in her not being interviewed for the position.

In a letter to ISU President W. Robert Parks, Taylor August, director of the Kansas City civil rights office, explained that memos from the director of ERI attesting to Tarbox's lack of experience had been one of the considerations in determining that sex had been a factor in the

hiring process.

August also wrote that other memos had indicated the director felt "a male would work better" with the staff of the ERI. August noted at least two female applicants presented qualifications which exceeded the requirements of the job description.

Another letter from August specified that if ISU fails to comply with the settlement order within 30 days, it could mean a loss of federal financial assistance to the university.

George Christensen, ISU vice president for academic affairs, said he and President Parks are negotiating with the civil rights office now and that "publicity has been premature." During the negotiations, Parks and Christensen are disputing the facts HEW considered in the decision, although Christensen declined to explain the administration's version of the facts at this time.

Christensen also said he has not been contacted directly on the subject of the remedial action requests, but that "if Kansas City contacts us, we'll be very happy to listen."